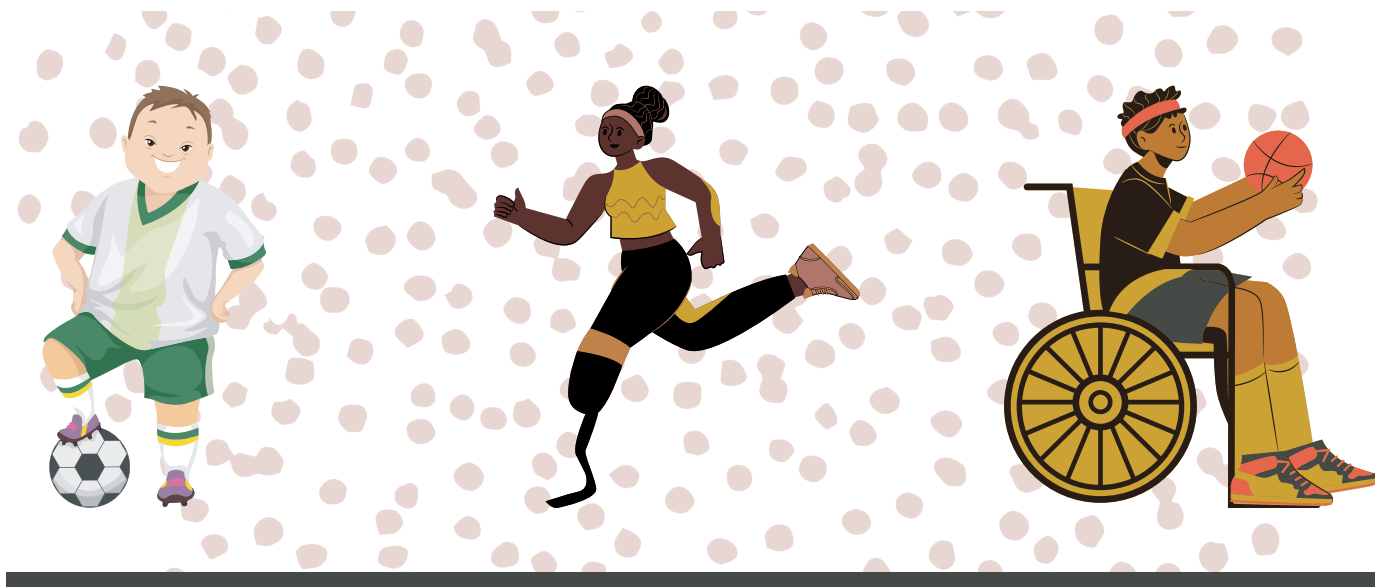


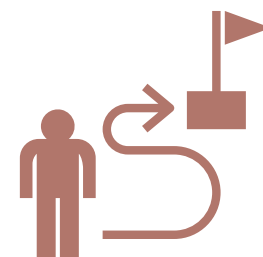


Welcoming Sport
Welcome to the Game

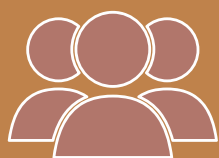


Community Access Mapping Report 2020

OUR PURPOSE



Welcome to the Game is an initiative created to support young people from CALD backgrounds living with a disability to access sport and recreation opportunities. We work at the intersection of cultural and linguistic diversity, disability, and sport & recreation. We believe every young person, regardless of their background or ability should have the opportunity to be active and connected to their local community and that sport is a powerful way to achieve this.



OUR PEOPLE

Young People = 5-25 years old.

CALD = Culturally and Linguistically Diverse - Any person born overseas, has at least one parent born overseas including people from refugee, asylum seeker and other migrant backgrounds or speaks a language other than English at home (LOTE).

Disability = Any self-identified or formally diagnosed physical or mental disability (including psycho-social).

FOCUS SPORTS



The strengths-based approach will initially focus on:

1) Swimming 2) Soccer and 3) Basketball.

Swimming: People with disabilities and people from CALD backgrounds experience higher drowning rates than the overall Australian population.

Water safety is important in developing life skills related activities as part of Australian culture.

Soccer and Basketball: have high levels of worldwide popularity and engagement including within Australian migrant communities. They have high potential for modifications and adaptations.



Welcome to the Game will focus its activities in areas and communities that have:

- High numbers of people, from CALD backgrounds;
- High numbers of people living with a disability;
- High levels of socio-economic disadvantage;
- Lack of inclusive, modified sports programs that seek to meet individual needs.



ANALYSIS

Community Access Mapping identified local government areas as focus areas by:

- Analysing cultural and linguistic diversity and disability trends within the 2016 Australian census and other sources*.
- Identifying local government areas and communities that have high levels of diversity, prevalence of disability, and high levels of socio-economic disadvantage.
- Identifying gaps in existing sport programs targeted towards people living with disabilities within these areas.
- Investigating if existing sports programs for people with a disability actively encourage participation of people from CALD backgrounds.
- Analysing characteristics of key community groups in each identified area including; refugee and asylum seeker visa settlement, skilled migration, socio-economic status, language, education levels, internet access, demographics.

Understanding this information enables Welcome to the Game to co-design and co-deliver evidence-based and place-based programs tailored to community needs.

Continued relationship building with identified communities will further this understanding and collaboration with community members will achieve better outcomes than operating in isolation.



Statistics + Facts

Disability

**Around 4.4 million Australians have disability
- Almost 18% of the population.**

Children with Disability

- 357,500 or 7.7% of all Australian children under 15 have a disability.
- 60% of kids with disability (209,300) have a profound or severe disability.
- Intellectual disability is the most common disability (208,800), followed by sensory and speech disability (146,800) and psychosocial disability (127,200).
- Boys are twice as likely as girls to have profound or severe limitations.
- Far more children have mental or behavioural disabilities than physical disabilities.

Of all people with a disability:

- 32% have severe or profound disability (1.4 million),
- For 79%, their main form of disability is physical.
- For 23.2% ,their main form of disability is mental or behavioural (946,000).

The prevalence of disability increases with age.

- 8.6% of people aged 5 - 25 have some level of disability
- Whereas half of all of people aged 65 and over have some level of disability.

The difference in the types of disability presented in children when compared to the wider population is due to the fact more people develop physical disabilities throughout their lifetime as they age. Whereas, mental and behavioural disabilities often present earlier in life.

Physical Activity

- 72% of people with a disability do not do enough physical activity for their age this can be compared with 52% of people without a disability.

Intellectual Disability

- Almost 711,000 Australians have an Intellectual Disability. They are the largest disability population in the country and the world.
- Intellectual Disability is the leading type of disability in children.
- 62% of people with an intellectual disability have a profound or severe core-activity limitation.

Each person is an individual with individual needs.

A person with Autism could have an intellectual disability or not.

A person with an intellectual disability could have autism or not.

Wheelchair Use

- Only 4.4% of people with a disability in Australia use a wheelchair.

Profound or Severe disability

- 5.7% of all Australians have a profound or severe disability, which means they always or sometimes needed help with mobility, self-care or communication.

Autism

- In 2018, there were 205,200 Australians with Autism.
- 68% of people with Autism have a profound or severe core activity limitation.
- 83% of Australians with autism were aged under 25.
- Autism represents a spectrum of neurodiversity. People with Autism can have sensory, communicative, intellectual, psychosocial and/or physical disabilities or no disability.

Personal income

- In 2018, the median gross personal income of people with disability was \$505 per week, less than half (49.7%) that of people without disability (\$1016 per week).
- On average, people with disabilities live in lower income households than those without disabilities.

In 2019, people from CALD backgrounds represented only 8.4% of all NDIS participants despite making up almost half of the entire Australian population.

People from CALD backgrounds with disabilities do not currently have equity of access to the supports they need to best participate in our communities and our society .

NDIA, NDIS and ILC



What is the NDIA and the NDIS?

The National Disability Insurance Agency (NDIA) is the federal government organisation which administers the National Disability Insurance Scheme (NDIS).

The NDIS provides funding directly to individuals called "participants" through individual NDIS funding plans.

The scheme will contribute \$22 billion per year when fully operational.

Who is eligible for an NDIS plan?

People who have a permanent and significant disability. The NDIS currently has 391,999 participants. The goal is to have 500,000 participants.

Approximately 12% of the 4.4 million people who have a disability in Australia will be eligible for an individual NDIS plan. You must be an Australian permanent resident or citizen to be eligible. People seeking asylum or those on temporary visas will not be eligible.

Most people in Australia living with a disability will not be eligible for an NDIS plan and individual supports.

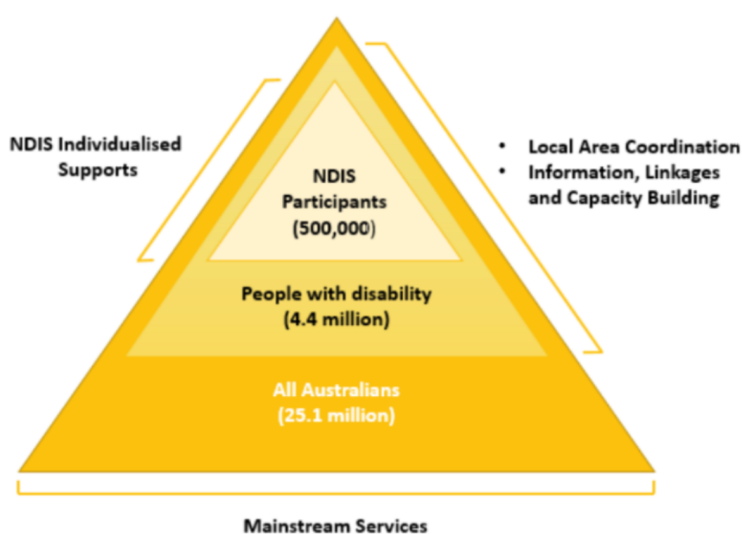
What can NDIS plan funding be used for?

Funding is based on what is 'reasonable' and 'necessary' to achieve an individual's goals, in addition to the support provided by family, friends, and other community and government services.

What is not funded by an NDIS plan?

Support that is:

- The responsibility of another government system or community service.
- Not related to a person's disability.
- Relates to day-to-day living costs that are not related to a participant's support needs.



Can NDIS plans be used to fund sport and recreation?

NDIS plan participants may be able to use their plan to help them access some support such as specialised equipment required as a direct result of their disability.

NDIS plan funding will generally not fund participation in sport and recreation unless participation is recognised as "therapy" for a participant's disability.

There is increased focus on "therapy" in NDIS plan funding and not as much recognition that general sport participation as part of everyday life is also therapeutic, more sustainable and can improve physical and mental wellbeing and social connectivity.

What role can community sport and recreation providers play?

There is a need for specialised, modified, disability inclusive sports programs that meet individual needs in community sport. Clubs and organisations need support to become more welcoming and inclusive.

Programs should be offered at an affordable cost or no cost to participants since most people who have a disability will not be eligible for an NDIS plan.

If they do have a plan, it most likely won't cover general sport and recreation participation.

Can NDIS plans be used for transport to sport and recreation participation?

A participant will generally be able to access funding through their NDIS plan for transport assistance if the participant cannot use public transport without substantial difficulty due to their disability.

It does not cover transport assistance for carers to transport their family member with a disability for everyday commitments.

What is the ILC?

The Information, Linkages and Capacity building section of the NDIS aims to address the gaps that exist in community participation for people with disabilities. ILC promotes inclusion and choice by creating connections between people with disability and the communities they live in.

Unlike the rest of the NDIS, ILC doesn't provide funding to individuals. ILC provides grants to organisations to deliver projects in the community that benefit all Australians with disability, their carers and families whether they are NDIS plan participants or not.

Welcoming Australia currently receives funding for the Welcome to the Game initiative through the ILC program. The ILC is moving from NDIA administration to Department of Social Services (DSS). DSS will be undertaking a review and will be consulting broadly on future directions for ILC.

An independent review of the NDIS Act found numerous issues with how the NDIA operates and how participants experience the NDIS. The NDIS service delivery response works well in general for adults with physical disability, but not for people with psychosocial disability, those with developmental delays or children and families. The report has made recommendations which are currently being implemented by the government and will lead to landmark reforms to the NDIS Act and the NDIS Rules including setting the new NDIS Participant Service Guarantee into law. It will take several years before the NDIS is operating in a fully effective and efficient manner but the changes should ultimately ensure a better experience for all NDIS participants, their families and carers.



Statistics + Facts

Diversity

5 Top countries of birth for overseas born Victorians.

England China
 India New Zealand
 Vietnam

49.1%

of Victorians are born overseas or born in Australia with at least one parent born overseas.

TOP BIRTH COUNTRIES FOR HUMANITARIAN VISA SETTLERS

In the last 10 years nationally Iraq, Afghanistan, Myanmar, Syria, Iran, Thailand, Pakistan, Ethiopia, Sri Lanka, Malaysia, Sudan, South Sudan, Congo (dem. rep), Eritrea, Egypt, Somalia.

6 Top countries of birth by all permanent settlers from all visa streams in Vic in 2019 were:

India
 China
 Philippines
 Vietnam
 Pakistan
 Sri Lanka

In 2019 in Victoria Iraq, Burma, Afghanistan, Syria, Iran, Dem. of Congo, Thailand, Ethiopia, Eritrea, Pakistan.

TOP LOTE SPOKEN AT HOME IN VICTORIA

Overall 2016 census
 Mandarin, Italian, Greek, Vietnamese, Arabic, Cantonese, Punjabi, Hindi Sinhalese

Permanent Skilled Migration Visa Settlers 2019
 English, Mandarin, Punjabi, Hindi, Telugu, Nepali, Urdu, Sinhalese.

Humanitarian Visa Settlers 2019
 Arabic, Swahili, Dari, Hazaragi, Karen, Burmese, Chin Haka, Assyrian.

The top Countries of Citizenship for people on TPV and SHEV Visas (Asylum Seeker) in the last 10 years nationally were Iran, Afghanistan, Sri Lanka, Stateless, Pakistan, Iraq, Sudan, Somalia, Vietnam, Bangladesh.

As of June 2020, the top 10 Countries of birth for people on Asylum Seeker visas in Victoria were Iran, Sri Lanka, Pakistan, Afghanistan, Iraq, Vietnam, Lebanon, Burma. Bangladesh, Stateless

28.4%

of Victorians are born overseas in over 200 countries.

26%

of Victorians speak a language other than English at home.

Diversity & Disadvantage

Local Government Areas

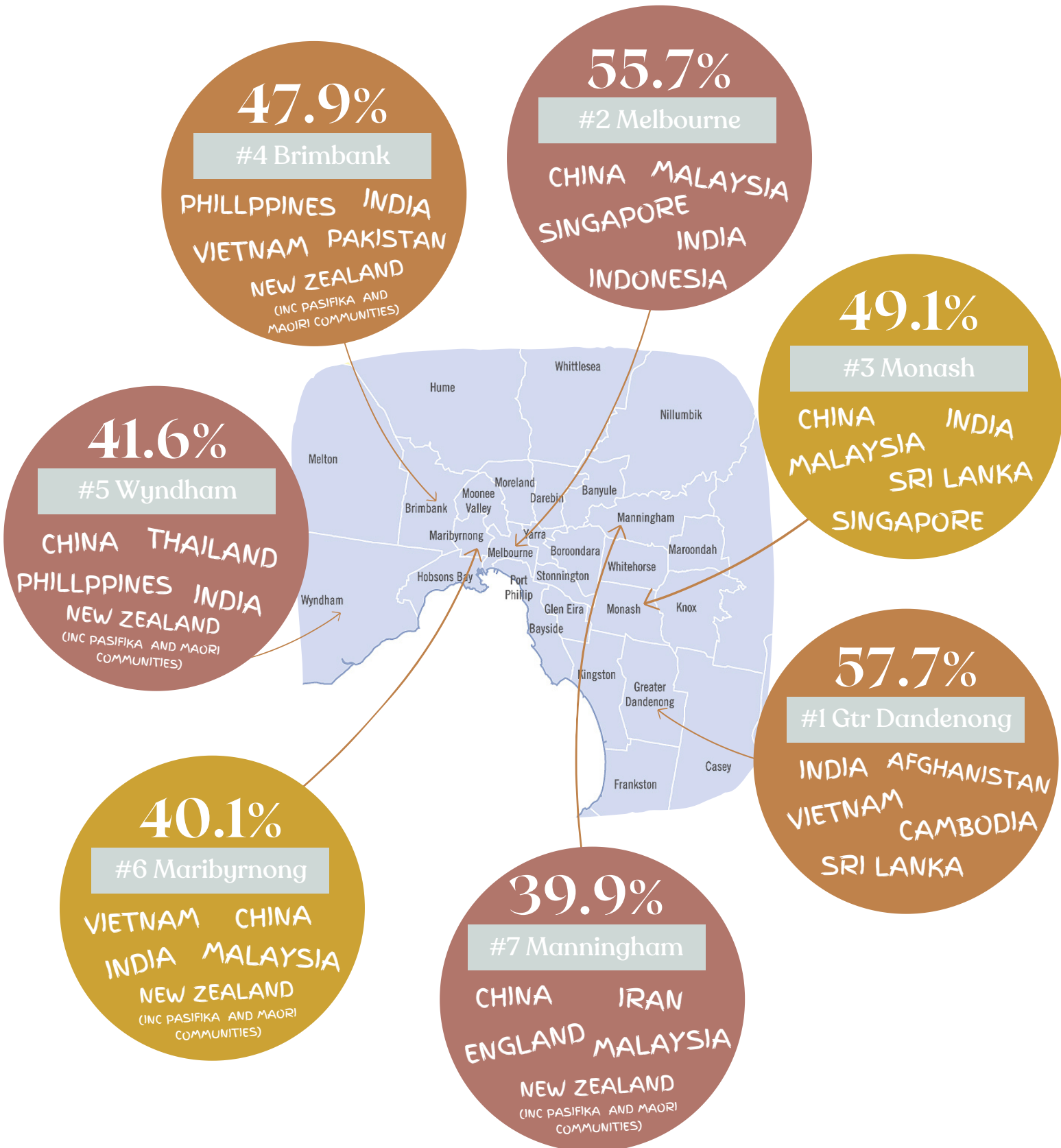


Number of Categories per LGA = 4 = 3 = 2 = 1

| TOP VIC LGA'S BY OVERSEAS BORN RESIDENTS AS % OF TOTAL POPULATION | TOP LGA'S FOR REFUGEE SETTLEMENT AND PEOPLE SEEKING ASYLUM OVER THE LAST 10 YEARS | VIC LGA'S BY HIGHEST LEVEL OF SEIFA SOCIO-ECONOMIC DISADVANTAGE | TOP VIC LGA'S BY LOTE SPEAKERS AS % OF TOTAL POPULATION |
|---|---|---|---|
| Gtr Dandenong | Hume | Central Gold Fields | Gtr Dandenong |
| Melbourne | Gtr Dandenong | Gtr Dandenong | Brimbank |
| Monash | Casey | Brimbank | Monash |
| Brimbank | Wyndham | Latrobe | Melbourne |
| Wyndham | Brimbank | Mildura | Hume |
| Maribyrnong | Melton | Northern Grampians | Whittlesea |
| Manningham | Whittlesea | Yarriambiack | Manningham |
| Whitehorse | Moreland | Ararat | Maribyrnong |
| Casey | | Loddon | Wyndham |
| Glenn Eira | | Hindmarsh | Moreland |
| Hume | | Swan Hill | Darebin |
| Whittlesea | | Glenelg | |
| | | Hume | Whitehorse |

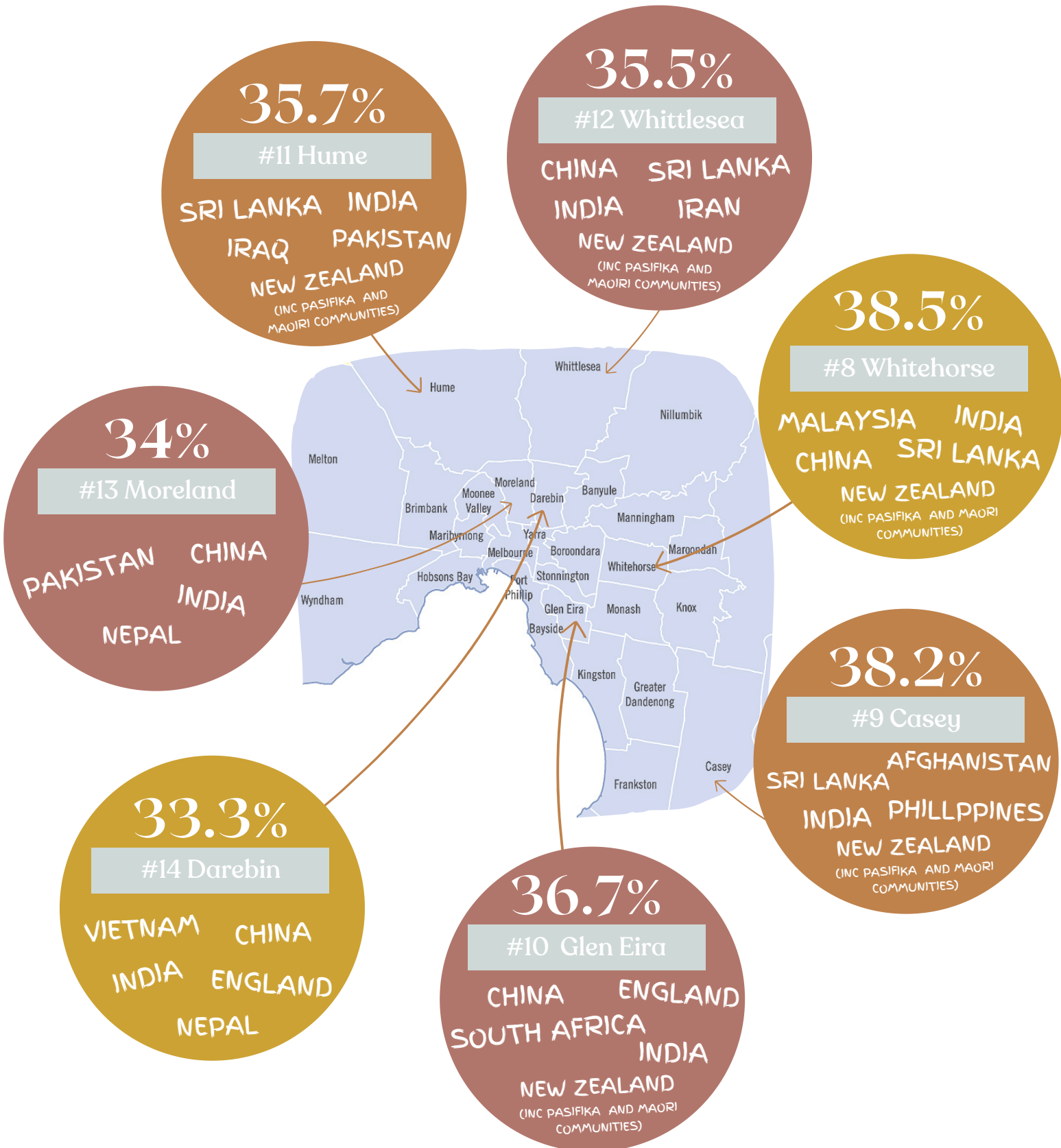
Victoria's Cultural and Linguistic Diversity

Demonstrated by number of overseas born residents as a percentage of the total local government population. And the highest overseas countries of birth for young people aged 5 - 25. (2016)



Victoria's Cultural and Linguistic Diversity

Demonstrated by the number of overseas born residents as a percentage of the total local government population. And the highest overseas countries of birth for young people aged 5 - 25. (2016)



Focus Communities

CALD communities with high numbers of people born overseas and/or from refugee and asylum seeker backgrounds.

Welcome to the Game events, activities and programs use a collaboration and partnership focused model. Engagement efforts will be inclusive of all young people from all backgrounds, with all disabilities and from all socio-economic situations. We will not seek to offer programs which are exclusionary by nature as this can result in further limitations and isolation but may provide support for specific groups with specific needs to best support them into activities that achieve their goals.

A strengths-based, needs-based approach will see Welcome to the Game focus on co-developing place-based sport and recreation opportunities for young people who are from refugee and asylum seeker backgrounds as a priority as additional barriers limit their full participation in community life when compared to the wider Victorian community and when compared to skilled migration visa settlers.

Contributing factors can include; the effects of past traumatic experiences, lower education levels, lower English speaking proficiency levels, additional health concerns, the digital divide, additional family support responsibilities, lower employment rates and higher rates of economic disadvantage.

The following section of this report will examine some of these key drivers. This will include;

- the prevalence of disability;
- some identified cultural issues related to disability;
- the geographic settlement locations;
- the disability related or individual needs focused sport and recreation opportunities within relevant locations.

Refugee and Asylum Seeker Backgrounds

Victorian overseas born communities who have received the highest numbers of refugee and asylum seeker visas in the last 10 years.

2016 census information on Disadvantage and Disability.

% = High Level of divergence from total Victorian population averages.

| OVERSEAS BORN COMMUNITY | % OF PEOPLE RECEIVING LESS THAN \$399 IN PERSONAL WEEKLY INCOME | UNEMPLOYMENT RATE | % OF LOTE SPEAKERS WHO DON'T SPEAK ENGLISH WELL OR AT ALL | PREVALENCE OF SEVERE OR PROFOUND DISABILITY | % OF PEOPLE WITHOUT INTERNET ACCESS AT HOME |
|----------------------------|---|-------------------|---|---|---|
| VICTORIAN TOTAL POPULATION | 30.4% | 6.6% | n/a | 5.1% | 8.2% |
| SOUTH SUDAN | 47.1% | 31.8% | 14.3% | 1.7% | 20.6% |
| SUDAN | 51.5% | 32.5% | 13.4% | 2.7% | 14.1% |
| ETHIOPIA | 41.6% | 17.2% | 12.5% | 2.5% | 17.5% |
| ERITREA | 48% | 20.4% | 20.1% | 5.4% | 13.2% |
| SOMALIA | 47.7% | 24.6% | 16.7% | 3.4% | 11.8% |

Refugee and Asylum Seeker Backgrounds

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| OVERSEAS BORN COMMUNITY | % OF PEOPLE RECEIVING LESS THAN \$399 IN PERSONAL WEEKLY INCOME | UNEMPLOYMENT RATE | % OF LOTE SPEAKERS WHO DON'T SPEAK ENGLISH WELL OR AT ALL | PREVALENCE OF SEVERE OR PROFOUND DISABILITY | % OF PEOPLE WITHOUT INTERNET ACCESS AT HOME |
|----------------------------|---|-------------------|---|---|---|
| VICTORIAN TOTAL POPULATION | 30.4% | 6.6% | n/a | 5.1% | 8.2% |
| IRAQ | 58.2% | 17.7% | 31.4% | 13.7% | 8.8% |
| SYRIA | 57.2% | 17.4% | 31.8% | 11.2% | 10.2% |
| EGYPT | 39% | 8.6% | 8% | 13.7% | 11.8% |
| LEBANON | 42% | 10.3% | 18.5% | 15% | 11.9% |
| AFGHANISTAN | 51.5% | 16.8% | 31.9% | 6.5% | 9.2% |

Refugee and Asylum Seeker Backgrounds

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|----------------------------|---|-------------------|---|---|---|
| VICTORIAN TOTAL POPULATION | 30.4% | 6.6% | n/a | 5.1% | 8.2% |
| IRAN | 44.8% | 20.7% | 18.3% | 3.8% | 8.4% |
| PAKISTAN | 44.7% | 13.9% | 8.5% | 2.1% | 3.5% |
| THAILAND | 48.2% | 10% | 17.6% | 1.4% | 7.1% |
| MYANMAR | 53.2% | 16.4% | 50.6% | 5% | 10.8% |
| VIETNAM | 44.9% | 11.7% | 39.8% | 5.7% | 7.9% |

Refugee and Asylum Seeker Backgrounds

Victorian overseas born communities who have received the highest numbers of refugee and asylum seeker visas in the last 10 years. 2016 census information on Disadvantage and Disability.

% = High level of divergence from total Victorian population averages.

| OVERSEAS BORN COMMUNITY | % OF PEOPLE RECEIVING LESS THAN \$399 IN PERSONAL WEEKLY INCOME | UNEMPLOYMENT RATE | % OF LOTE SPEAKERS WHO DON'T SPEAK ENGLISH WELL OR AT ALL | PREVALENCE OF SEVERE OR PROFOUND DISABILITY | % OF PEOPLE WITHOUT INTERNET ACCESS AT HOME |
|----------------------------|---|-------------------|---|---|---|
| VICTORIAN TOTAL POPULATION | 30.4% | 6.6% | n/a | 5.1% | 8.2% |
| MALAYSIA | 37.5% | 9% | 6.7% | 2% | 4% |
| BANGLADESH | 36.3% | 12.3% | 5% | 1.4% | 2.6% |
| SRI LANKA | 31.2% | 8.2% | 5.1% | 3.3% | 4.8% |

Refugee and Asylum Seeker Backgrounds

Victorian overseas born communities who have received the highest numbers of refugee and asylum seeker visas in the last 10 years.

Where do they primarily live?

Middle Eastern and Central Asian Communities

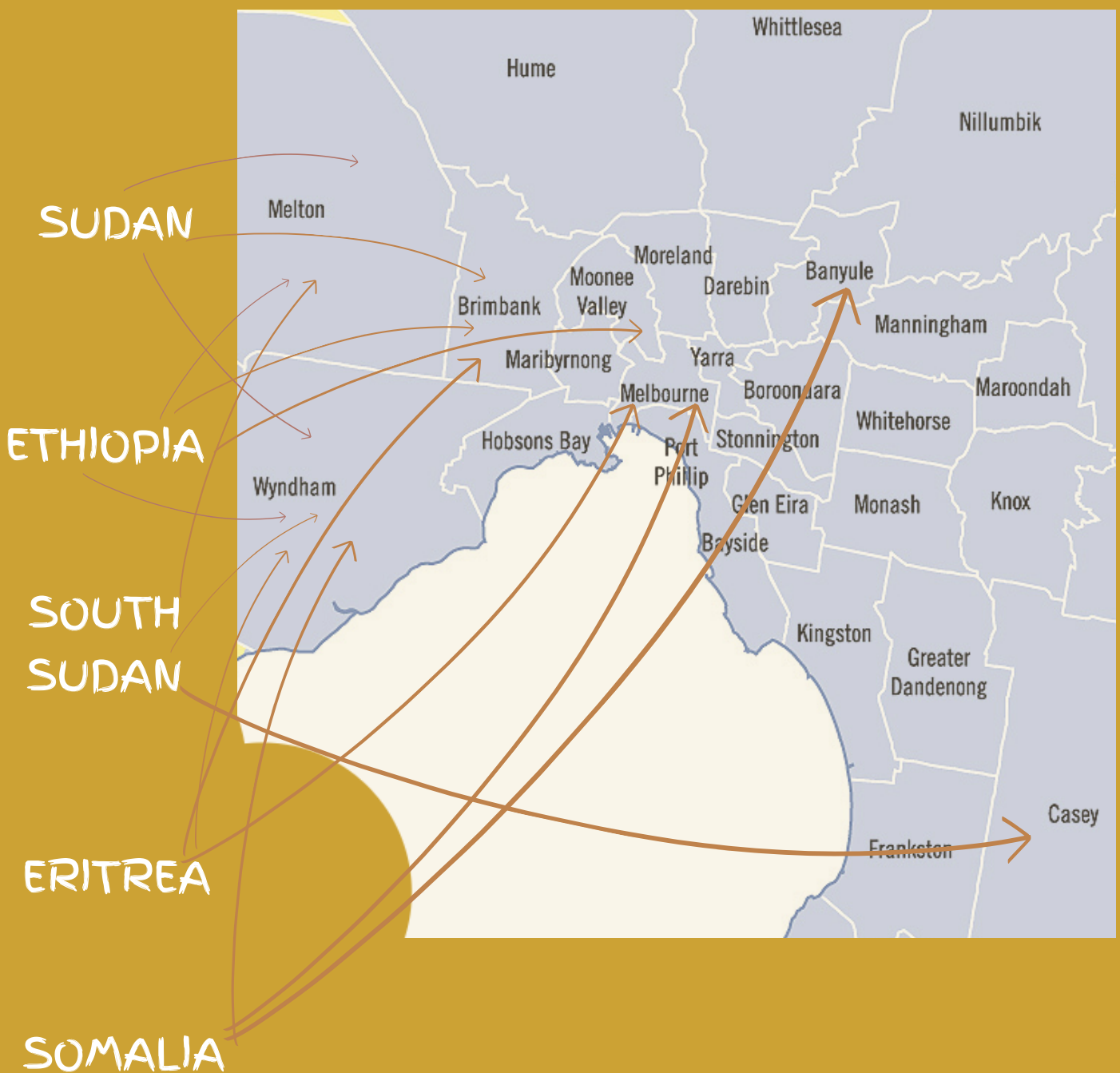


Refugee and Asylum Seeker Backgrounds

Victorian overseas born communities who have received the highest numbers of refugee and asylum seeker visas in the last 10 years.

Where do they primarily live?

African Communities

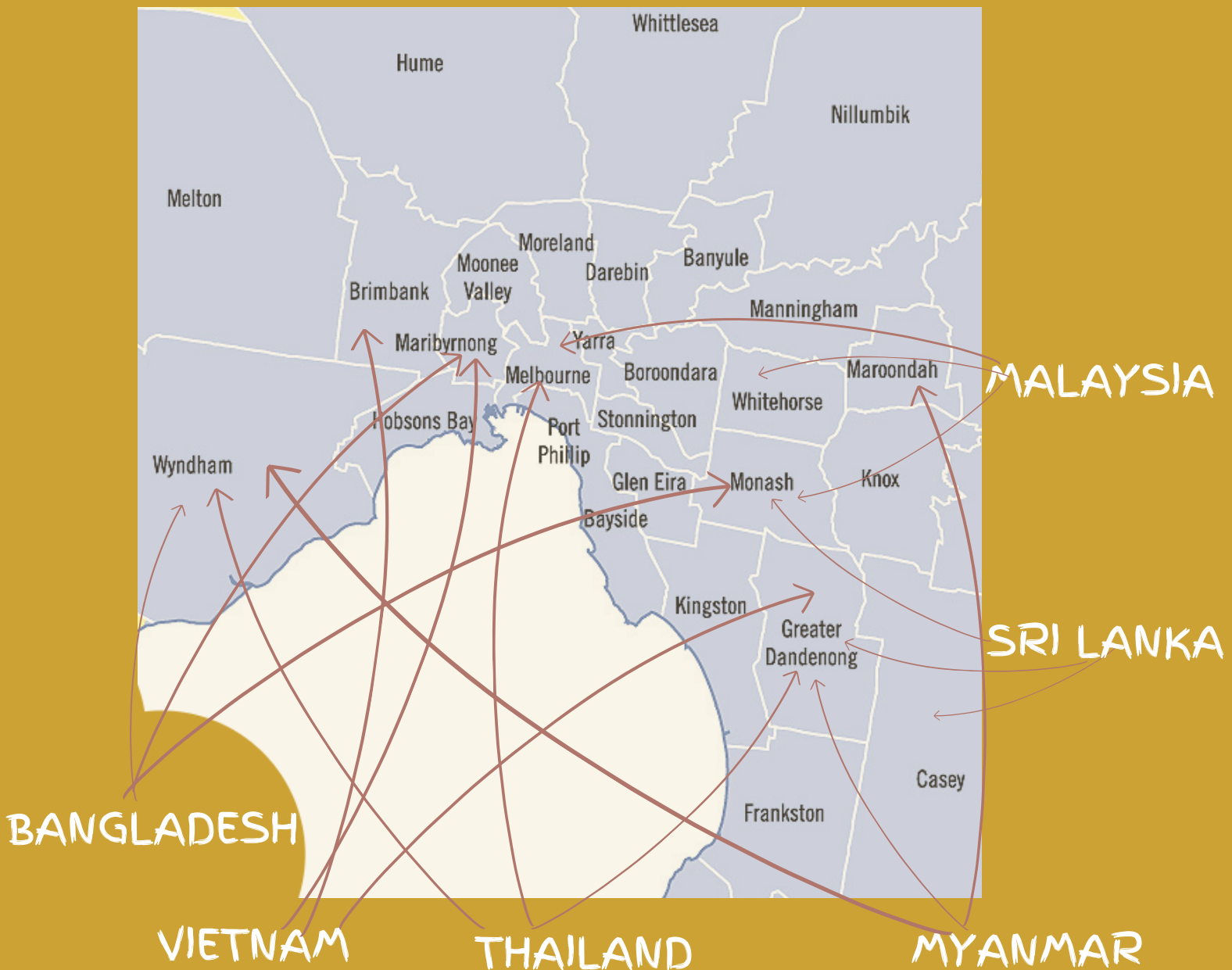


Refugee and Asylum Seeker Backgrounds

Victorian overseas born communities who have received the highest numbers of refugee and asylum seeker visas in the last 10 years.

Where do they primarily live?

South and South East Asian Communities



Inter-Generational and Cultural Attitudes towards & understanding of Disability

There are many barriers for people with disabilities and for people from CALD backgrounds to participating in sport and recreation.

People who experience the intersectionality of these two factors can face additional cultural and intergenerational barriers.

The barriers must be acknowledged in order to find meaningful ways to work towards alleviating them.

Cultural myths, stigma and shame surrounding disability can create significant barriers for refugees and people from diverse backgrounds living with a disability, or their families, in seeking support.

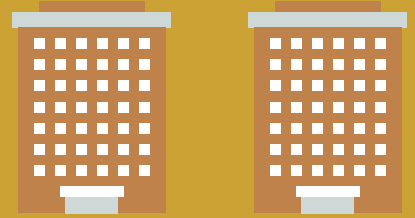
Negative perceptions or misunderstanding of disabilities and stigma can lead to discrimination and social exclusion, which limit access and opportunities to participate in the wider community.

Some examples from surveys of respondents from Sub-Saharan Africa had encountered perceptions of disability as “witchcraft”, and a “multigenerational curse”. In the Middle East, disability can be linked with associated feelings of “shame”, as described by another respondent, “they see them as a burden, as someone who is useless”. In parts of South and Southeast Asia, disability can be seen as “karma” for “bad deeds” in a past life.

Additionally, people with disability, were not accepted on humanitarian visas by the Australian government until 2012 and in 2020, most visa applicants must meet minimum health requirements. These immigration policies have created fear in many communities who then choose not to disclose disabilities or health issues. They therefore have significantly low levels of engagement accessing and utilising disability services.

Education and advocacy from specialist organisations and through community can help to alleviate some of these ideas and beliefs as an ongoing process. While they continue to exist, the young person living with the disability suffers most.

Melbourne Public Housing Estate Communities



Victoria spends the least amount of money on public housing per capita out of all Australian States and Territories. A recent RMIT study has shown that the Victorian Government is selling off public land to private developers instead of investing in public housing.

Public housing is not the same as social housing, as the latter is an umbrella term that includes both public and community housing.

Public housing is when the government is the landlord, whereas community housing refers to subsidised rental accommodation provided by non-profit organisations, where rent is usually capped at 30 per cent of a tenants' income.

Public housing dwellings are usually reserved for new migrants, those from low socio-economic backgrounds, or those fleeing from domestic violence. A record 100,000 people are on public housing waiting lists. This is expected to increase post COVID-19.

Melbourne's now 60+ year old public housing towers are located in inner city areas that have become gentrified due to "social mix" policies over the years, leading to huge levels of disparity within neighbourhoods.

Public housing tower residents are stigmatised, often excluded and "priced-out" of local sport and recreation opportunities and facilities because these services are now managed to provide for higher income earners that have more expendable income.

Reports suggest the government has not maintained these estates to acceptable and safe standards.

Over crowding, lack of opportunities, drug use and poverty has lead to increased levels of crime and over-policing in these communities. This was most recently observed in the traumatising COVID-19 hard-lockdown enforced on certain public housing towers.

These issues, compounded with unaddressed past trauma can increase levels of psycho-social issues and related disabilities. As there can be a reluctance to identify with or disclose these issues within communities and there is a lack of trust in government and services providers there is minimal engagement with support services for people from these communities.

Sport and recreation can be a powerful way to continue to build strong communities, inspire young people and alleviate some of these challenges.

Welcome to the Game will deliver a model that creates, and supports existing place-based, person-centred, sport and recreation opportunities to meet the needs of these young people.

Focus communities are located in North Melbourne, Flemington, Carlton, Fitzroy, Richmond, Brunswick, Brunswick West and Collingwood in the inner north local government areas of Melbourne, Moonee Valley, Moreland and Yarra.

Barriers to Sport Participation

YOUNG PEOPLE
 EXPERIENCING THE
INTERSECTIONALITY
 OF BEING FROM A
CULTURALLY AND
LINGUISTICALLY
DIVERSE
 BACKGROUND AND
LIVING
WITH A DISABILITY

STIGMA, SHAME AND (FALSE) GUILT
 COMMUNITY INSTINCT TO PROTECT YOUNG PEOPLE = THEY ARE HIDDEN + DISEMPOWERED
IMMIGRATION POLICIES
 CULTURAL ATTITUDES = RELUCTANCE TO DISCLOSE/IDENTIFY WITH DISABILITY

FAMILY PRIORITIES
 -HOUSING
 -EMPLOYMENT
 -EDUCATION
 LACK TIME + RESOURCES
 NO RELEVANT ROLE MODELS
 "SEE IT TO BE IT"
 FEW PLACE-BASED OPPORTUNITIES
RACISM
 CLUBS NEED EDUCATION TO SUPPORT UNDERSTANDING + BUILD ENGAGEMENT SKILLS
 INFLEXIBLE TIME COMMITMENTS
LANGUAGE COST

TRANSPORT
 INACCESSIBLE FACILITIES
 CLUBS NEED EDUCATION TO SUPPORT UNDERSTANDING + BUILD ENGAGEMENT SKILLS
 LACK OF MODIFIED, INCLUSIVE PROGRAMS + OPPORTUNITIES
 UNWELCOMING ATTITUDES
 FEW RELEVANT + ACTIVE ROLE MODELS IN SPORT
 "SEE IT TO BE IT"

DISABILITY RELATED CULTURAL BARRIERS

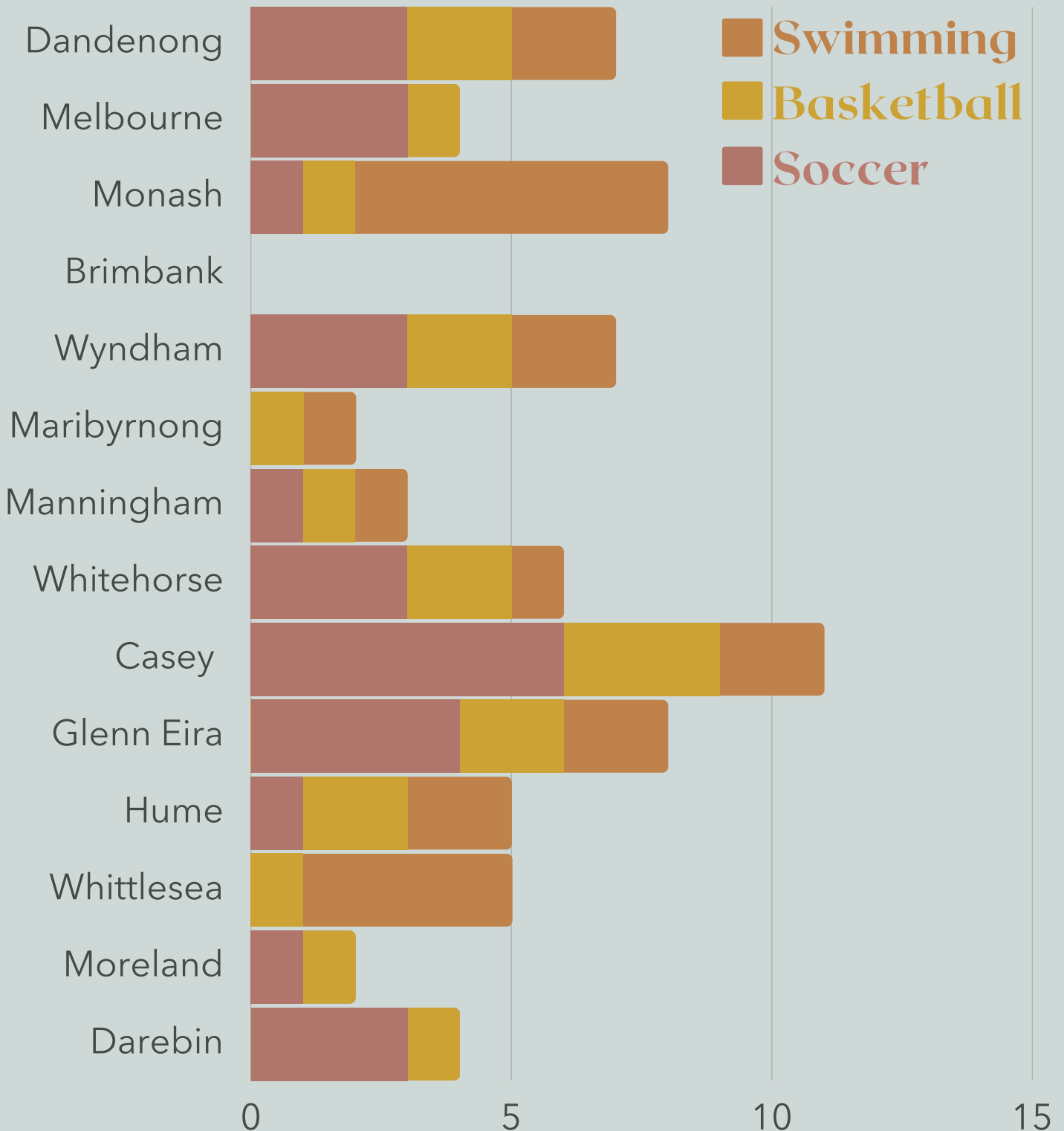
BARRIERS FOR PEOPLE FROM CALD BACKGROUNDS

BARRIERS FOR PEOPLE WITH DISABILITY



Sport and Recreation Opportunities

This graph shows the number of specialised, modified Soccer, Basketball and Swimming programs that offer participation opportunities to people with disabilities and/or individual needs across the most culturally and linguistically diverse local government areas in Victoria.



*These programs were operating before COVID-19 shutdowns. Their availability could change as we emerge from lockdowns and return to sport.

A Strategic Approach

Inclusive
Partnership Focused
Collaborative
Co-Design
Co-Delivery
Needs-based
Strengths-Based
Place-Based
Community Led

Through consideration of the information contained in this report and in consultation with community, examples of strategic approaches to increase access to sport and recreation opportunities for young people from CALD backgrounds living with a disability could include:

- 1) Support community embedded CALD focused sports providers to increase inclusion and engagement of young people with disabilities (including psychosocial) and individual needs.
- 2) Support disability-focused sports providers to increase engagement with CALD communities.
- 3) Support clubs and organisations to increase inclusive/specialised programming and CALD engagement.
- 4) Support CALD communities to increase understanding of disability, enable more independence and agency for young people living with disabilities and build the capacity of families to support sports participation.

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